

30 October 1987

Jim--

As you consider specific proposals for restructuring the IG Staff, I'd like to throw the following in the hopper (or is it the sausage grinder):

1. I think the standard tenure for those on rotational assignment should be one year, with a minimum of 8 months if the present 4 month cycle is preserved.

2. To make the rotational system stick, the presumption should be that every officer serves a tour in the IG's office before being promoted to supergrade unless the officer is specifically excepted by the DDCI or the DCI (in which case, the officer must serve a tour before being promoted again) or can demonstrate that the officer has served in a similar broadening position.

3. Because of the difference in functions, the IG's office, in my view, should be structured with an audit staff (as now), a small "Office of Investigations," and a larger inspection/strategic planning division. (This latter division would be the focus for the rotational process.) In large investigations (like the Iran/Contra inquiries), the Office of Investigations could draw on the inspection staff.

4. There should be a training/orientation program for those assigned to the IG staff, especially those in the Office of Investigations.

5. As we discussed at lunch, the independence of the IG's investigation process would be enhanced if the IG was not also in the business of recommending appropriate punishment. I think that those recommendations are better made by the Office of Personnel or the Executive Director and not by those who should be viewed as honest brokers of the facts.

6. There are probably some improvements in the IG's inspection and investigative procedures that could be made as well. Those, however, are at a level of detail beyond this note.



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